

ALABAMA
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)
STATE PLAN RENEWAL
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STATE DEPARTMENT OF HUMAN RESOURCES

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ALABAMA
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)
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I. MISSION STATEMENT AND PRIMARY OBJECTIVES

A. Mission Statement

The mission of the Temporary Assistance for Needy Families Program, known as the Family Assistance Program (FAP) in Alabama is to encourage the care of children in their own homes or in the homes of relatives by furnishing temporary financial assistance and services to needy families with children so as to: provide a reasonable subsistence compatible with decency and health as far as practicable under the conditions in the State; help maintain and strengthen family life; and help such parents or relatives to attain or retain capability for the maximum self-support and personal independence consistent with the maintenance of continuing parental care and protection.

B. Primary Objectives

- **Increase Personal Responsibility**
A cornerstone of Alabama public assistance policy is the expectation of responsible behavior by parents. Public assistance policy supports the formation and maintenance of two-parent families and the prevention and reduction of out of wedlock births.
- **Target Support**
Parents are primarily responsible for supporting their children. Child support is the “stepping off” point for families requesting help. Families should have the opportunity and responsibility to support their children before seeking public governmental support.
- **Encourage Self-Sufficiency**
Beginning with the first agency contact, cash assistance is presented as a temporary remedy and self-sufficiency through employment is emphasized. The administrative structure focuses on outcomes for families rather than simply efficient technical processes, i.e., the structure must support personal and parental responsibility. Guidelines in department program manuals and staff training continues to ensure the program philosophy to support work and self-sufficiency.
- **Optimize Agency Resources**
The administration of agency programs must maintain the highest standards of integrity and fiscal accountability. There must be clear expectations of all levels of administration as well as of the clients we serve. There will be fair and objective methods to measure performance against those expectations.

- **Involve Communities in the Solution**
County developed community involvement plans will educate citizens on the population served and ways to offer extra-agency support. Local agreements between the public and private sector, to include community based and religious organizations will maximize rational and compassionate efforts and resources to promote self-sufficiency to assist families in avoiding or leaving welfare. Existing community JOBS Task Forces will play a key role in helping families gain independence.
- **Protect Children**
The agency has a responsibility to design and administer programs with the essential integral goal of protecting children.

II. GENERAL PROVISIONS

A. OVERVIEW

- B. The State will conduct the Family Assistance Program designed to serve all political subdivisions in the State (not necessarily in a uniform manner) to provide assistance and/or services to needy families with children through County Departments of Human Resources located in the 67 counties in Alabama. Activities of these offices related to the Family Assistance Program include: accepting and processing applications for assistance; and as appropriate conducting reviews and redeterminations of eligibility, providing child support enforcement services and managing a program of work activities and requirements.

The Family Assistance Program has four components:

- Cash
- TANF Emergency Assistance (formerly EA) known as TANF EA
- TANF (Direct) Child Welfare
- Special Projects

Income (and resource if applicable) thresholds are provided for each in Attachment E

Program operating guidelines which include all policies, procedures, etc., for the determination of initial and continuing eligibility for each program will be issued to the County Departments of Human Resources from the State Department of Human Resources. Such operating guidelines contained in department program manuals or other correspondence is binding on the County Departments of Human Resources. See Attachment A.

B. TIME LIMITED ASSISTANCE

The Family Assistance Program will provide assistance pursuant to 45 CFR 260.31 on a time limited basis (time limit is 5 years) consistent with provisions in section 408, Part A, Title IV of the Social Security Act (and supportive services to enable families to become self-sufficient) to eligible families. In order to receive past 60 months the grantee or spouse of the grantee must have a circumstance/situation which creates a barrier to self sufficiency known as a hardship and s/he must be cooperating with child support and complying with JOBS as appropriate. See Attachment F.

C. NONCOMPLIANCE WITH PROGRAM REQUIREMENTS

1. Work Program-The parent(s) and/or stepparent(s) of a dependent child(ren) receiving assistance are required to participate in work activities designed to result in gainful employment unless the parent(s)/stepparent(s) is deferred or has good cause for not participating as specified in department program manuals. See Attachments B and C. The penalties for failure to comply are as follows:

Applicants:

Upon overt refusal of the grantee relative or other member(s) of the assistance unit required to participate in JOBS activities, the application will be denied and entitlement to benefits for the month of application through the month of application disposition is lost even if reapplication is made in the month of the original application disposition.

Recipients who have received for less than 24 months:

For the first three months of non-compliance (consecutive or not), the grant amount is reduced by 50% of the payment standard for the assistance unit size. For a month of non-compliance in excess of three months, the assistance unit is disqualified for a one-month period for the first disqualification. For a month of non-compliance following the first disqualification, the assistance unit is immediately disqualified for a six-month period. For a month of non-compliance following the second and subsequent disqualifications, the assistance unit is immediately disqualified for a twelve-month period.

Recipients who have received for 24 months or more or who voluntarily terminate employment or refuse employment without good cause (regardless of the number of months or receipt of assistance):

The assistance unit is immediately disqualified for a one-month period for the first instance of non-compliance; a six- month period for the second instance of non-compliance and a twelve-month period for the third and subsequent instances.

2. Child Support Enforcement Program-Individuals receiving assistance are required to cooperate in child support enforcement activities unless good cause as defined in department program manuals exists not to do so. See Attachment D. The penalties for failure to cooperate are as follows:

Applicants:

Upon overt refusal of the grantee relative or other member(s) of the assistance unit required to cooperate with child support enforcement, the application will be denied and

entitlement to benefits for the month of application through the month of application disposition is lost even if reapplication is made in the month of the original application disposition.

Recipients:

For the first three months of non-cooperation (consecutive or not) the grant amount is reduced by 50% of the payment standard for the assistance unit size. For months of non-cooperation in excess of three months, the assistance unit is disqualified for a one-month period for the first disqualification. For a month of non-cooperation following the first disqualification, the assistance unit is immediately disqualified for a six-month period. For a month of non-cooperation following the second and subsequent disqualifications, the assistance unit is immediately disqualified for a twelve-month period.

D. PAYMENT ACCURACY AND PROGRAM INTEGRITY

The program is supported by an automated system known as the Family Assistance Certification, Employment and Training System (FACETS) operational in all counties of the State. An Income and Eligibility Verification System (IEVS) as required by Section 1137 of the Social Security Act for persons receiving assistance is operational in all counties of the State.

Methods are in place to ensure payment accuracy to eligible families which includes mandatory case record reviews by county office supervisory staff with a re-review of a sample of those records by state office field supervisors. Identified deficiencies require corrective action. State statistics about payment accuracy are published to the Directors, County Departments of Human Resources monthly. Payment accuracy is a component of County Director evaluations. The state is subject to Federal and State Audits.

Program operating guidelines contain provisions to strengthen and maintain program integrity from fraud prevention actions to recovery of erroneously paid benefits. Benefit recovery activities are supported through the Comprehensive Claims System (CSS) which interfaces with the program certification system, FACETS. Individuals found guilty of committing an intentional program violation by a court of competent jurisdiction in Alabama will be disqualified from participation in the Family Assistance Program as follows: for a period of 6 months upon the first occasion of any such offense; or a period of 12 months upon the second occasion of any such offense and permanently upon the third or subsequent occasion of such offense.

E. CIVIL RIGHTS COMPLIANCE

The Family Assistance Program, like all programs and services of the Department of Human Resources, is administered in full compliance with Title VI of the Federal Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990 and all other Federal and State civil rights laws.

F. PROGRAM DESCRIPTIONS

Program descriptions for the components of the Family Assistance Program are as follows:

Cash Assistance: Financial assistance to meet basic needs is available to a family with a dependent child under age 18 or under age 19 if s/he is a full time student in a secondary school or in the equivalent level of vocational or technical training and whose income and resources do not exceed established agency standards and who are otherwise eligible.

Funding Source: Commingled State and Federal funds.

TANF EA (Formerly AFDC-EA with provision date of August 21, 1996): Assistance with paying for shelter or other emergency living expenses and (non-assistance) services which include information and referral, case planning and case management, counseling and other support activities to normalize family functioning to or on behalf of a needy child 1) who is under the age of 21 and to any other member of the household in which he is living provided that such child is (or, within 6 months prior to the month in which such assistance is requested, has been) living with any of the relatives specified in section 406(a) (1) of the Act and further clarified in 45 CFR 233.90(c)(1)(v) in a place of residence maintained by one or more of such relatives as his or their own home; 2) who has been removed from his/her home or is at risk of such removal and 3) whose emergency did not arise from his refusal or refusal of such relative with whom he lives without good cause to accept employment or training for employment.

Funding Source: State MOE

TANF Direct Child Welfare: Non-assistance expenditures for payment of specific services for department child welfare cases such as counseling, case management, peer support, childcare information and referral, transitional services or other non-recurrent, short-term benefits to meet a specific crisis situation that will not extend beyond four months. It cannot be used to meet a family's ongoing basic needs or for maintenance expenses that exceed four months. An individual is certified if that individual meets either of the following: 1) a child resides in his/her own home; 2) a child is in out-of-home placement and has a permanency goal to remain at home, return home, or live permanently with relatives.

Funding Source: Federal funds.

Special Projects: 1. **Eligible Families:** Assistance and non-assistance expenditures for services to needy parents/families such as short-term non-recurrent benefits, day care, transportation and work and training services and pro family activities expected to prevent and reduce the incidence of out of wedlock births as well as encourage the formation and maintenance of healthy two parent families including after school activities for teens, fatherhood and healthy marriage initiatives, literacy programs and domestic violence/drug abuse/prevention/education programs. Financial criteria are found in Attachment E. Additional non-financial criteria, if any, are dependent on the project plan.

2. Pro Family Activities For Other Than Eligible Families: Non-assistance in the form of non-federal cash and in kind qualified expenditures by third parties for individuals and families pursuant to 45 CFR 263.2(a) (4) (ii). Program specifics including non-financial eligibility criteria, if any, are contained in written agreements/contracts between the Department of Human Resources and the third party. Projects provided may not be available on a statewide basis but will be provided as determined appropriate by the state.

Funding Source: Eligible Families: Commingled State and Federal funds; Federal funds dependent on the project; State MOE; Pro-Family Activities for other than Eligible Families: State MOE.

G. WORK PROGRAM REQUIREMENTS, ACTIVITIES AND WORK ACTIVITY DEFINITIONS

1. Requirements and Activities

The State will operate a welfare work program in compliance with Section 407 of Title IV-A of the Social Security Act and consistent with Alabama's approved Work Verification Plan. All parents/stepparents, including teen parents, who are receiving assistance are referred to the JOBS Unit for assessment in regard to their skills, prior work experience and employability. An Individual JOBS Participation (IJP) and Family Responsibility Plan (FRP) will be developed for these individuals.

Individuals determined to be ready to engage in work will be immediately placed in work or work-related activities for up to 40 hours per week. After receipt of assistance for 24 months, all individuals not already participating in such activities will be required to engage in work activities, as defined in state policy.

The FRP is developed jointly by the FA grantee relative and the JOBS case manager. It outlines the responsibilities of the FA grantee in regards to the participation of all required family members and includes a copy of the IJP for each required family member. The IJP outlining work activities, supportive services and other family needs is developed jointly by the recipient and the JOBS case manager. Support services such as childcare, transportation, and work/participation expenses will be made available as needed to enable recipients to participate in work or work-related activities. The individual will receive reimbursement or payment of agreed upon expenses directly related to participation in such activities. Each recipient will be informed of the work requirements, what constitutes noncompliance, and the sanctions for non-compliance. If a recipient refuses or fails to cooperate with work requirements as set forth in IJP, the family's benefits will be reduced or terminated as set forth in state policy unless good cause for the non-compliance, as defined in state policy, is established. No sanction for failure to work or participate in work-related activities will be imposed on any single custodial parent caring for a child under age 6 if the individual proves that s/he has a demonstrated inability to obtain needed child care.

Each non-deferred recipient will be placed in a work-related activity consistent with his/her IJP. Work activities may include:

Unsubsidized employment
 On the job training
 Job Search
 Job Readiness Activities
 Community Employment Placement (work experience)
 Vocational education activities
 Job skills training
 Satisfactory attendance in high school or a course of study leading to a GED
 Education directly related to employment

For the duration of the recipient's involvement in work activities, the JOBS case manager will monitor component participation and provide assistance to participants with any problems or barriers.

Individuals who agree to treatment programs for drug, alcohol, or mental health reasons may be temporarily excused from a work activity when the person is making a serious attempt to recover. Domestic violence victims will be excused from a work activity when they are at risk of endangerment.

No adult in a work activity will be employed or assigned to an employment when any other individual is on layoff from the same or an equivalent job in the company, or if the employer has terminated the employment of any regular employee or otherwise caused an involuntary reduction of the workforce in order to fill the vacancy so created with a recipient of Family Assistance.

2. Definitions

- a. Unsubsidized Employment:** This is paid employment for either wages or salary where no part of the pay is subsidized by TANF or any other public programs. In order to be countable under federal requirements the employment must be equal to an average of 30 or more hours per week.
- b. Work Experience:** In Alabama this activity is called Community Employment or CEMP. CEMP is a work activity, performed in return for welfare that provides an individual with an opportunity to acquire the general skills, training, knowledge, and work habits necessary to obtain employment. Placements are designed to help prepare the client to obtain unsubsidized employment by allowing him/her to develop a current work history and establish references for future employment seeking efforts as well as develop and improve marketable skills. Placements will be in both non-profit and for-profit businesses. Placement in for-profit businesses will have shorter time frames (maximum of six weeks) than placements in non-profit businesses (maximum of six months).

- c. **On-the-Job-Training:** In this component a public or private employer hires the TANF client full-time where part of the wages are subsidized, usually by a governmental entity such as Department of Labor. While employed in the OJT position, the client engages in productive work while receiving training in knowledge and skills essential for adequate job performance. The client is compensated at a rate comparable to that of other employees performing the same or similar jobs, but at no less than minimum wage.

- d. **Job Search and Job Readiness:**

1. Job Search is assigned in increments lasting no more than two weeks. The client is expected to complete a number of serious contacts with potential employers each week and must also register with the Employment Service. The weekly number of required contacts is determined by the case manager based on the client's specific circumstances and the geographic area. The case manager will randomly contact employers turned in as job contacts to verify that an application was submitted and/or an interview was conducted.
2. Job Readiness is an intensive, short-term component, consisting of formal classroom training designed to prepare the client for successfully seeking and maintaining employment. Activities focus on pre-employment preparation and are aimed at helping the client overcome barriers that might preclude employment. Typical activities include application completion, interview skills, ways to locate job openings, general workplace expectations, and the behaviors and attitudes necessary to compete successfully in the labor market. This activity also includes substance abuse, mental health and rehabilitation counseling for clients who are otherwise employable.

- e. **Vocational Educational Training:** This is organized educational programs that are directly related to the preparation of individuals for employment in current or emerging occupations requiring training other than a baccalaureate or advanced degree. It is also competency-based applied learning that contributes to a client's academic knowledge, higher-order reasoning and problem-solving skills, life skills, work attitudes, employability skills and occupation-specific skills through organized educational programs of sequenced courses. These courses should provide individuals with technical skills and academic knowledge needed for success in current or emerging employment sectors. It also includes any formal instruction in a skill or trade traditionally referred to as job skills training, determined by the JOBS staff to be other than purely academic in nature, that prepares the client for a vocation. For example, technical programs designed to prepare a client for a specific occupation, including nursing, plumbing, electrical, auto mechanics, welding and barbering.

The training is limited to education that leads to useful employment in a state recognized occupation. Training is available to clients through WIA, vocational/technical schools and some colleges and universities. Training includes courses for any state licenses, certificates, and/or degrees other than a four-year bachelor's degree.

f. Job Skills Training Directly Related to Employment: This is training or education for job skills required by an employer to provide an individual with the ability to obtain employment or to advance or adapt to the changing demands of the workplace. It includes training or education required as a prerequisite for employment or to advance or adapt to changing demands of current employment. Such training and education will be provided through educational and training organizations. This activity also includes all activities described above as vocational education and any four-year bachelor's or advanced degree programs at any State certified college or university.

g. Education Directly Related to Employment for Individuals with No High School Diploma or Certificate of High School Equivalency:

This is education related to a specific occupation, job, or job offer. It includes basic education and ESL, and where required as a prerequisite for employment, education leading to a GED or high school equivalency diplomain any educational program approved by the Alabama Department of Education.

h. Satisfactory School Attendance for Individuals with No High School Diploma or Certificate of High School Equivalency:

Individuals in this activity must be attending an educational facility with the goal of achieving a high school diploma or certificate of high school equivalency. In addition, the student must be considered a "student in good standing". The student must have regular attendance and must be making satisfactory progress toward his/her goal. Satisfactory progress is defined by the instructor/institution.

H. PARTICIPANT CONFIDENTIALITY

Release and disclosure of information about individuals and families receiving assistance through the Family Assistance Program is only permissible as follows:

- in connection with programs operated under Title I - Aid to the Aged; Title IV-A - Aid to Families with Dependent Children (AFDC); Title IV-A - Block grants to States for Temporary Assistance for Needy Families; Title IV-B - Child Welfare Services; Title IV-D - Child Support and Establishment of Paternity; - Title IV-E - Foster Care (FCMP) and Adoption Assistance; Title X - Aid to the Blind; Title XIV - Aid to the Permanently and Totally Disabled; Title XVI - Aid to the Aged, Blind and Disabled; Title XVI - Supplemental Security Income (SSI); Title XIX - Medicaid; or Title XX - Block Grants.

- in connection with services provided by other entities integral to and consistent with the administration of public assistance pursuant to state laws under written agreements with the Department of Human Resources.
- in connection with the administration of other federal or federally assisted programs providing assistance in cash, in-kind, or services, directly to individuals on the basis of need.
- at the request of state, local or federal law enforcement authorities searching for fugitive felons or individuals violating a condition of probation or parole imposed under federal or state law (current address only).
- in connection with a public audit.
- in connection with the investigation of problems related to misuse of funds issued by the Department of Human Resources.
- at the request of the client under certain limited conditions as specified in department program manuals.
- in connection with the investigation of program fraud under certain conditions as specified in department program manuals.
- at the request of grand juries.

I. PROGRAMS/ACTIVITIES TO STRENGTHEN FAMILIES AND PREVENT AND REDUCE THE INCIDENCE OF OUT OF WEDLOCK PREGNANCY

The Department of Human Resources partners with several state agencies and faith-based and community organizations to form the Alabama Fatherhood Initiative (AFI). Goals of the AFI are to strengthen families, to enhance child support collections, and to address the multi-faceted needs of children growing up without the involvement of natural fathers in their lives. The mission of the AFI is to help non-custodial parents to achieve these goals by providing counseling, education, short-term skills training and employment.

In addition, the Department of Human Resources partners with the Children's Trust Fund of Alabama to competitively award grants to community and faith-based organizations for fatherhood programs across the state. These programs offer a myriad of services to non-custodial parents, including parenting classes, male responsibility and other father involvement services. See Attachment G for a preliminary evaluation of the outcomes of these programs for years 2007 and 2008 conducted by Auburn University, Auburn, AL. Also, a Healthy Marriage program is funded through this partnership.

The Department of Human Resources partners with the Alabama Department of Public Health which serves all women of child bearing age and the Alabama Campaign to Prevent Teen Pregnancy (ACPTP) for pregnancy prevention efforts. Our goal specifically targeting teen pregnancy, as stated through the ACPTP is to reduce Alabama's teen pregnancy rate by one-third by 2010. The mission of the ACPTP is to "Provide statewide leaderships on the issue of teen pregnancy prevention through collaboration, education, training, and advocacy; thereby reducing teen pregnancy and improving the well being of Alabama's children, families, and communities". Moving forward toward that goal and to further the mission, the ACPTP has adopted priorities. See Attachment H. for those goals and priorities as well as information about upcoming initiatives. Additional information about ACPTP can be found on their website at www.acptp.org.

In regard to the overall issue of out of wedlock pregnancy prevention, as part of the JOBS Program client assessment the case manager provides discussion and information about the impact of additional children as it pertains to the goals of personal responsibility, parenting and family support. Through these discussions it is our goal to provide individuals with sufficient information and assistance to move families from welfare to work without additional pregnancies during receipt of assistance and until such time as the family is stable. These activities in conjunction with our fatherhood and healthy marriage initiatives provide the foundation for success in this area.

J. EDUCATION AND TRAINING INITIATIVES ON THE PROBLEM OF STATUTORY RAPE

The Department of Human Resources has developed and issued pamphlets containing information regarding the legal definitions and consequences of statutory rape to be distributed by Alabama Fatherhood Programs administered by the Children's Trust Fund of Alabama as part of the educational activities of these programs which are specifically targeted at non-custodial males. Fatherhood programs now number 20 throughout the state. Additionally, these materials are used in the educational activities of the Alabama Campaign to Prevent Teen Pregnancy. Further, these pamphlets are generally available in Alabama Departments of Public Health statewide. These pamphlets are offered to the Alabama Departments of Youth Services (DYS) and Education. DYS uses the pamphlet which raises awareness about the age of an individual's girlfriend in their educational programs for males prior to their release from the juvenile detention facility at Mt. Meigs, Alabama. Staff of the Department of Human Resources distribute the pamphlets as appropriate to individuals applying for or receiving Family Assistance and in other program areas as deemed necessary.

The Department of Human Resources has renewed its association with the Alabama Coalition Against Rape which is a non profit organization working to prevent sex and violence in the state of Alabama. Specifically, they work to improve treatment of and services to sexual assault victims, to increase the reporting of sexual assault, to increase public awareness of sexual assault and to improve investigation and

prosecution of sexual assault. More information about this organization can be found at www.acar.org.

The Department of Human Resources is still awaiting direction from the Attorney General's office on the issue of statutory rape as regards Section 906 (b) (1) & (2) of the Personal Responsibility and Work Opportunity Reconciliation Act of 1996.

III. SPECIAL PROVISIONS

A. TREATMENT OF FAMILIES MOVING TO ALABAMA FROM ANOTHER STATE

Families moving into the State from another State will be treated the same as other families under the program. Therefore, the policies and procedures of the Family Assistance Program applicable in a county will be applied uniformly to all residents of the State (County) whether current or new.

B. CITIZENSHIP AND NONCITIZEN ELIGIBILITY

Citizens and qualified non-citizens are eligible to the extent permitted under federal law, Title IV of Public Law 104-193, as amended. Recipients must be citizens, qualified aliens who entered the United States before August 22, 1996, qualified aliens who entered the United States on or after August 22, 1996 who are excepted from the 5-year bar or aliens who entered the United States on or after August 22, 1996 and have been in "qualified alien" status for at least 5 years. Victims of severe forms of trafficking are eligible for federally-funded TANF benefits to the same extent as refugees.

C. GENERAL GUIDELINES AND STIPULATIONS

Eligibility rules of the Department of Human Resources will be uniformly applied in all cases in a county. The determination of need and amount of assistance for all applicants and recipients will be made on an objective and equitable basis and all types of income and resources will be taken into consideration in the same way except where otherwise specifically authorized by State or Federal law or the Administrative Code of the Department of Human Resources or as stated in program operating guidelines issued by the State Department of Human Resources, Family Assistance Division. The State will adhere to prohibitions and requirements of Section 408 of Part A of Title IV of the Social Security Act. Pursuant to subparagraph (B) of Section 408(a)(10) Good cause exceptions to subparagraph (A) of Section 408(a)(10) include absence due to medical reasons, school attendance, visits, conducting business, participating in Job Corps or vocational training.

1. Financial Responsibility for Program Benefits

Financial responsibility for needy children includes parents and stepparents (cash assistance only) in the home. All income and resources of members of the assistance

unit will be evaluated to determine eligibility of the assistance unit for benefits under the Family Assistance Program. Income and resources of parents and stepparents ineligible due to disqualification for fraud, parole violators, conviction of a felony or for fraudulently misrepresenting residence will also be used to determine eligibility if appropriate and applicable according to department operating manuals or other instructions.

2. Summarized Eligibility Rules

In order to be eligible families must:

-meet component specific conditions including the following if applicable

- be U.S. citizens (or meet alienage requirements in Title IV of P.L. 104-193 and/or be a legal immigrant residing in the U.S. prior to August 22, 1996).
- be residents of Alabama.
- be in need by agency financial standards. See Attachment E.
- cooperate in self-sufficiency requirements including work and child support enforcement activities unless deferred from work requirements or unless good cause exists not to cooperate with child support if applicable.
- provide or apply for a SSN for each member of the assistance unit
- not be on strike (applicable to cash component only)

D. DELIVERY OF BENEFITS

Delivery of benefits dependent on the component program of the FA Program and includes delivery by Electronic Benefit Transfer (EBT), by vendor payment, cash payments or provision of services.

E. NOTICE AND TIMELY ACTION (applicable to cash component only)

Applications will be acted on in a timely manner. Department rules provide that not more than 30 days shall elapse between the date of application and the date the first benefits are made available or the notice of denial is mailed. The number of applications that exceed such standard are kept to a minimum. The standard of promptness is monitored and reported to County Directors of Human Resources monthly.

Applicants and recipients are notified in writing of actions taken in their case.

F. CLIENT OPPORTUNITY FOR REVIEW OF ACTION TAKEN

Individuals who are adversely affected by agency action may ask for a conference with the County Department of Human Resources, a state office review or a fair hearing by the State Department of Human Resources. Departmental notices and forms as well as client informational materials provide an explanation of these opportunities for further review, including instructions as to how to request such further review. Rules of review for Special Projects may vary dependent on the project.

G. SCREENING AND IDENTIFICATION OF DOMESTIC VIOLENCE

Procedures are in place through the statewide Special Assessment, Intervention and Liaison Project (SAIL) for eligibility workers to routinely screen and identify domestic violence for individuals applying for or receiving cash assistance. JOBS case managers include questions on domestic violence as part of the JOBS assessment as well. For those identified as victims of domestic violence, referrals are made to the Alabama Coalition Against Domestic Violence for a variety of services including development of a safety plan, information and referral, supportive services, counseling and case management, etc. Certain program rules are waived for those individuals identified as in imminent danger and include child support enforcement activities, time limits and work participation requirements (although the client may volunteer to participate).

IV PUBLIC INVOLVEMENT

Pursuant to Title IV-A, Section 402, Alabama's TANF State Plan is published and maintained on the Department of Human Resources website. Written comments on this plan were solicited and a period of 45 days was provided for such comments. Further Alabama law at Section 41, Chapter 22 Administrative Procedure, provides for the promulgation of program rules on requirements to receive assistance. Two of the stated purposes of that Act are to increase public access to governmental information as well as to increase public participation in the formulation of administrative rules. The law requires publication of the referenced program rules for public comment in the Alabama Administrative Monthly for a period of 35 to 90 days. This rule affords all interested parties reasonable opportunity to submit data, or arguments, orally or in writing. The publication of the plan on the website and the proposed program rules process provide for input from other state agencies, public and private organizations, the general public and other pertinent entities during development and implementation.

V. CERTIFICATIONS

The State will operate a program to provide temporary assistance to needy families so that the children may be cared for in their own homes or in the homes of relatives; to end dependence of needy parents on government benefits by promoting job preparation, work and marriage; to prevent and reduce the incidence of out-of-wedlock pregnancies and encourage the formation and maintenance of two-parent families.

This program is known as the Family Assistance Program
Executive Officer of the State (Name) Bob Riley, Governor

In administering and operating a program which provides temporary assistance to needy families with minor children under Title IV-A of the Social Security Act, the State will:

- A. Specify which State agency or agencies will administer and supervise the program under part A in all political subdivisions of the State: Alabama Department of Human Resources is the agency responsible for administering the programs.

Alabama Department of Human Resources is the agency responsible for supervising the program.

- B. Assure that local governments and private sector organizations:
 - 1. Have been consulted regarding the plan and design of welfare services in the State so that services are provided in a manner appropriate to local populations; and
 - 2. Have had at least 45 days to submit comments on the plan and the design of such services.
- C. Operate a Child Support Enforcement program under the State plan approved under part D;
- D. Operate a Foster Care and Adoption Assistance program in accordance with part E, and certify that the State will take all necessary actions to ensure that children receiving assistance are eligible for medical assistance;
- E. Provide each member of an Indian tribe, who is domiciled in the State and is not eligible for assistance under a Tribal Family Assistance plan approved under Section 412, with equitable access to assistance under the State program funded under this part attributable to funds provided by the Federal Government.
- F. Establish and enforce standards and procedures to ensure against program fraud and abuse, including standards and procedures concerning nepotism, conflicts of interest among individuals responsible for the administration and supervision of the State program, kickbacks, and the use of political patronage.
- G. Screen for and identify domestic violence by establishing and enforcing standards and procedures to:
 - 1. Screen and identify individuals receiving assistance with a history of domestic violence while maintaining the confidentiality of such individuals;
 - 2. Refer such individuals to counseling and supportive services; and
 - 3. Waive, pursuant to a determination of good cause, other program requirements such as time limits (for so long as necessary) for individuals receiving assistance, child support cooperation requirements and work requirements, in cases where compliance with such requirements would make it more difficult for individuals receiving assistance to escape domestic violence or unfairly penalize such individuals who are or have been victimized by such violence, or individuals who are at risk of further domestic violence.

H. Make available to the public a summary of the State plan.

CERTIFIED BY THE CHIEF EXECUTIVE OFFICER OF THE STATE:

<hr/>	<hr/>	Governor
Date	Signature and Title	

VI. FUNDING

A. Payments to Agency Administering the TANF Block Grant

- > Payments under the TANF Block Grant will be made to the Alabama Department of Human Resources as the organization managing Family Assistance/JOBS programs as of August 22, 1996.

B. State Payments for TANF Program

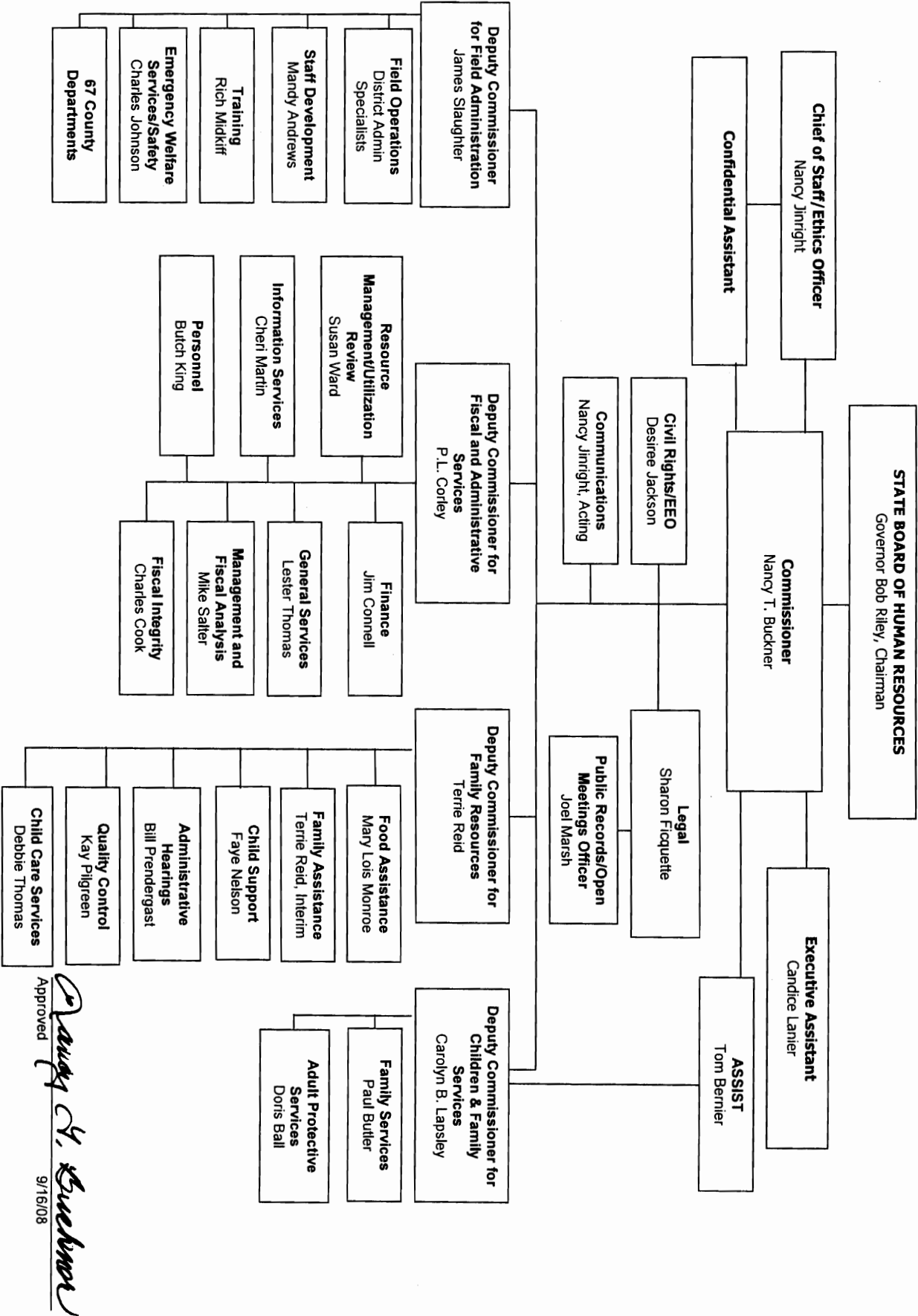
- > Section 405 requires that grants be paid to States in quarterly installments, based on State estimates. The State’s estimate for each quarter of the fiscal year by percentage is:

For FY 2009 and Future Years

<u>1st quarter</u>	<u>2nd quarter</u>	<u>3rd quarter</u>	<u>4th quarter</u>
<u>27%</u>	<u>26%</u>	<u>25%</u>	<u>22%</u>

VII. ATTACHMENTS

ALABAMA DEPARTMENT OF HUMAN RESOURCES



WORK PARTICIPATION DEFERRAL CRITERIA and
SPECIAL CIRCUMSTANCES DELAY CRITERIA

A. Deferral Criteria

Individuals may be temporarily deferred from the participation requirements of the JOBS Program if the individual:

1. Is a person in the home whose presence is required on a substantially continuous basis due to the illness or incapacity, determined on the basis of medical evidence, of a related individual and no other appropriate individual is available to provide the needed care.
2. Has an illness or injury which is serious enough to temporarily prevent employment or training with the goal of employment. This includes pregnancy when it is determined by medical evidence that working or participation in training would be detrimental to the woman or the unborn child.
3. Is incapacitated with a physical or mental impairment determined by the Department of Rehabilitative Services which prevents the individual from engaging in employment.
4. Has been battered or subjected to extreme cruelty as defined in department program manuals to the extent participation in program work requirements is precluded.
5. Is participating in drug, alcohol or mental health counseling to the extent participation in program work requirements is precluded.
6. Is a single custodial parent caring for a child under the age of six (6) and appropriate childcare is not available or is inaccessible to the client.
7. A single custodial parent caring for a child under the age of 3 months.
8. Is age 60 or older.
9. Has no regular transportation of any kind available.
10. Has a personal barrier of such significance to preclude participation in a work activity or employment and is participating in other JOBS activities to overcome the barrier.

B. Special Circumstances Delay Criteria

Participation for clients who are required to participate and do not meet deferral criteria may be delayed if no appropriate component/employment is available due to remoteness, client's low level of functioning, etc.

GOOD CAUSE FOR NONCOMPLIANCE WITH JOBS ACTIVITIES

Good cause for failure or refusal to participate in JOBS activities or to accept employment includes the following:

1. Illness of individual or illness of a household member or family member which requires the presence of the individual.
2. Childcare problems
3. Transportation problems
4. Personal or family crisis
5. Domestic Violence issues
6. Rare/Unusual Circumstances
7. Non-receipt of correspondence
8. Administrative error

GOOD CAUSE FOR NONCOOPERATION IN CHILD SUPPORT ACTIVITIES

An applicant/recipient for assistance under the FAP must cooperate with the agency in child support enforcement activities unless it is determined that cooperation in such activities is not in the child's best interest. Circumstances under which cooperation may not be in the child's best interest include:

1. Physical or emotional harm of a serious nature is reasonably expected to occur to the child or to the parent or relative with whom the child is living.
2. The child was conceived as a result of incest or forcible rape.
3. Legal proceedings for adoption of the child are pending before a court of competent jurisdiction.
4. The applicant/recipient is currently being assisted by a public or licensed private social agency to resolve the issue of whether to keep the child or relinquish for adoption and the discussions have not gone on for more than three months.

1. Cash Assistance

A. Monthly Maximum Payment Standards

STANDARDS FOR FAMILY ASSISTANCE PROGRAM

<u>Assistance Unit Size</u>	<u>Payment Standard</u>
1	\$165
2	\$190
3	\$215
4	\$245
5	\$275
6	\$305
7	\$335
8	\$365
9	\$395
10	\$425
11	\$455
12	\$485
13	\$515
14	\$545
15	\$575
16	\$605

B. Resource Standards

\$2000 per family or \$3000 if household contains at least one eligible member age 60 or over.

2. TANF Emergency Assistance (Formerly EA)

Annual family income is lower than two times the state's estimated median income level (as published by HHS) for a family of three.

3. TANF Direct Child Welfare Assistance

Child's or family's gross income is equal to or less than 200% of the HHS poverty guidelines by family size.

4. Special Projects

Eligible Families: Child's, individual's, or family's gross income can be up to 300% of the HHS poverty guidelines by family size. The specific level of income is dependent on the project plan and is stipulated in such plan.

CRITERIA FOR EXCEPTION TO TIME LIMITS

In order to receive past 60 months the grantee or spouse of the grantee must have a circumstance/situation which creates a barrier to self sufficiency known as a hardship and s/he must be cooperating with Child Support and complying with JOBS as appropriate. To be eligible both criteria in A & B must be met and continue to be met in each month after 60.

A. Hardships

The grantee or spouse of the grantee must meet one of the following circumstances and must not be employed. If a hardship is established but the individual becomes employed or employable (as determined by the JOBS worker) eligibility is lost.

A hardship may exist when the grantee or spouse of the grantee:

1. Is a person whose presence is required on a substantially continuous basis due to the illness or incapacity of the spouse, child, mother-in-law, father-in-law or of an individual to whom the relationship of the caregiver is within certain degrees of relationship and no other person is available to provide the needed care.
2. Has an illness or injury which has lasted or is expected to last at least 30 days and which is serious enough to temporarily prevent employment (or training with the hope of employment) when determined on the basis of medical evidence from the attending physician/clinic. This includes pregnancy when it has been determined by medical evidence that working or participation in training would be detrimental to the woman or the unborn child.
3. Is incapacitated with a physical or mental impairment determined by a physician or a licensed or certified psychologist which prevents or substantially reduces the individual's ability to work.
4. Is fleeing current domestic violence or abuse because s/he recently has been battered or subjected to extreme cruelty as verified by certain documentary evidence specified in program manuals.
5. Is participating in drug, alcohol or mental health counseling as verified through the sources of the counseling to the extent participation in program work requirements is precluded.
6. Is age 60 or older.
7. Has a personal barrier of such significance as to preclude training and/or employment and is engaged in an activity to overcome the barrier.

CRITERIA FOR EXCEPTION TO TIME LIMITS – (Continued)

8. Lives in a Food Assistance ABAWD waiver county **and** has not been disqualified due to noncompliance with JOBS since December, 1996.

B. Program Compliance Criteria

The grantee and/or the spouse of the grantee must cooperate with Child Support and comply with JOBS in each month past 60. Failure to meet this criteria results in (1) permanent loss of program eligibility for the grantee and spouse of the grantee regardless of family circumstances and (2) recovery of all benefits received past month 60.

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2007-2008

FATHERHOOD PROGRAMS

These programs provide support to noncustodial fathers and encourage fathers to enhance their job skills, education, parenting knowledge, and involvement with their children, as well as to comply with child support obligations. Fathers meet with facilitators or case workers and other fathers, and they are involved in educational sessions that involve family activities that promote better father-child relationships. Program objectives focus on several key areas that facilitate father involvement and child support compliance and that promote child well-being: *cooperativeness with CSE and with the child's other parent, goals for work and education commitment, use of support services, positive parenting skills and child development*

knowledge, positive view and knowledge of child, stress and anger management skills, understanding of and knowledge of ways to respond to various forms of child maltreatment, use of informal supportive social networks, and medical care commitment. Results from more detailed pre and post-program surveys will be reported in the 2007-2008 Final Report. A sample of fathers (n= 79) responded to a retrospective pre/post program assessment of 23 learning objectives. Analyses of paired-sample t-tests revealed statistically significant ($p < .01$) improvements on the average level of commitment, skill, and knowledge in ALL targeted areas.

COOPERATION WITH CHILD SUPPORT ENFORCEMENT

Q1 My commitment to maintain civil interactions with child support enforcement personnel
38.7% of participants rated themselves as good/excellent **before** receiving program services.
80.3% rated themselves as good/excellent **after** participation in the program.

KNOWLEDGE AND USE OF SUPPORT SERVICES

Q1 My knowledge of community resources where I can receive help
35% of participants rated themselves as good/excellent **before** receiving program services.
82.3% rated themselves as good/excellent **after** participation in the program.

WORK, EDUCATION, AND CHILD SUPPORT COMMITMENT

Q1 My commitment to making full child support payments each month
42.9% of participants rated themselves as good/excellent **before** receiving program services.
82.8% rated themselves as good/excellent **after** participation in the program.

Q2 My intention of finishing high school
57.6% of participants rated themselves as good/excellent **before** receiving program services.
77.6% rated themselves as good/excellent **after** participation in the program.

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2007-2008

Q3 My intention of going to vocational training and/or college

46% of participants rated themselves as good/excellent **before** receiving program services.
74% rated themselves as good/excellent **after** participation in the program.

Q4 My intention of working at least 20 hours in a week for three months in a row

62.4% of participants rated themselves as good/excellent **before** receiving program services.
86.6% rated themselves as good/excellent **after** participation in the program.

Q5 My commitment to staying in school

57.9% of participants rated themselves as good/excellent **before** receiving program services.
82.1% rated themselves as good/excellent **after** participation in the program.

POSITIVE VIEW AND KNOWLEDGE OF CHILD

Q1 My knowledge of my child's positive qualities

61.6% of participants rated themselves as good/excellent **before** receiving program services.
89.8% rated themselves as good/excellent **after** participation in the program.

Q2 My knowledge of how to respond to my child's needs

63.8% of participants rated themselves as good/excellent **before** receiving program services.
90.9% rated themselves as good/excellent **after** participation in the program.

PARENTING SKILLS AND CHILD DEVELOPMENT KNOWLEDGE

Q1 My knowledge of children's development at different ages

54.4% of participants rated themselves as good/excellent **before** receiving program services.
90.1% rated themselves as good/excellent **after** participation in the program.

Q2 My knowledge of the best activities for my child based on his/her age

53.1% of participants rated themselves as good/excellent **before** receiving program services.
88.8% rated themselves as good/excellent **after** participation in the program.

Q3 My knowledge of what parenting responses are best to use when my child is not behaving

50.1% of participants rated themselves as good/excellent **before** receiving program services.
90.1% rated themselves as good/excellent **after** participation in the program.

Q4 My knowledge of what positive parenting involves

57.7% of participants rated themselves as good/excellent **before** receiving program services.
88.4% rated themselves as good/excellent **after** participation in the program.

Q5 My ability to use several forms of positive discipline

59.7% of participants rated themselves as good/excellent **before** receiving program services.
85.3% rated themselves as good/excellent **after** participation in the program.

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Q6 My knowledge of nurturing behaviors

45.1% of participants rated themselves as good/excellent **before** receiving program services.
 93.7% rated themselves as good/excellent **after** participation in the program.

INDIVIDUAL RISK OF MALTREATMENT

Q1 My ability to recognize when I am at risk for harming my child

74.6% of participants rated themselves as good/excellent **before** receiving program services.
 92.2% rated themselves as good/excellent **after** participation in the program.

Q2 My ability to stop myself when I am at risk for harming my child

80% of participants rated themselves as good/excellent **before** receiving program services.
 93.6% rated themselves as good/excellent **after** participation in the program.

INVOLVEMENT WITH CHILD AND FAMILY

Q1 My commitment to being around my child at least a few times a week

57.5% of participants rated themselves as good/excellent **before** receiving program services.
 81.5% rated themselves as good/excellent **after** participation in the program.

Q2 My commitment to spending at least 1 day a week doing a family activity

52.3% of participants rated themselves as good/excellent **before** receiving program services.
 88.2% rated themselves as good/excellent **after** participation in the program.

Q3 My ability to establish and maintain a relationship with my child

67.2% of participants rated themselves as good/excellent **before** receiving program services.
 91.1% rated themselves as good/excellent **after** participation in the program.

CO-PARENTING RELATIONSHIP

Q1 My commitment to working cooperatively with my child's other parent

32.5% of participants rated themselves as good/excellent **before** receiving program services.
 79.7% rated themselves as good/excellent **after** participation in the program.

Q2 The quality of my relationship with my child's other parent

31.8% of participants rated themselves as good/excellent **before** receiving program services.
 67.2% rated themselves as good/excellent **after** participation in the program.

Q3 My commitment to avoid the occurrence of unplanned or repeat pregnancy

45.2% of participants rated themselves as good/excellent **before** receiving program services.
 87.5% rated themselves as good/excellent **after** participation in the program.

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2007-2008

The Auburn University Evaluation Team would like to express their sincere appreciation to all the CTF Grantee Program personnel for their dedication, cooperation, and conscientious efforts in gathering valid information and data that made possible this documentation of program impact in our communities and across the State. We feel honored to have been provided the opportunity to "tell the story" of your participants. You have every reason to be proud of the difference you are making in the lives you touch. We are inspired by the work that you do!

We would also like to thank our friends and colleagues at the Children's Trust Fund – all the administrative staff, field directors, and division directors - particularly, the incomparable Marian Loftin, Executive Director, Paul Smelley, Deputy Director, Vicki Cooper-Robinson, Division Director, Stan Landers, Division Director, and Greg Smith, Division Director - for their untiring support of our team in this second year of a systematic evaluation of over 200 unique community programs! It is our privilege and pleasure to work for you and with you. This has been collaboration at its best and we are grateful for the opportunity to be part of your team. We are invested in providing meaningful and useful information for grantees, the CTF staff and Board, and CTF funding sources that show the important benefits for participants in CTF-funded programs. It is our hope that the findings of this report will be helpful in your continued efforts to expand the outreach of CTF-funded programs in pursuit of your mission: To Prevent Child Abuse and Neglect in the State of Alabama. We believe strongly in the promise of prevention programming. Your dedication to the work of strengthening our communities by strengthening our families is unparalleled in the State of Alabama.

PY 2007-2008 Report submitted on September 11, 2008 by:

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Attachment H

**Alabama Campaign to Prevent Teen Pregnancy
Strategic Planning Workshop Follow Up
Goals**

MISSION STATEMENT: Provide statewide leadership on the issue of teen pregnancy prevention through collaboration, education, training and advocacy; thereby reducing teen pregnancy and improving the well-being of Alabama's children, families and communities.

PRIORITY: Empower parents and teens to talk about teen pregnancy.

- Establish relationship with 10 statewide organizations with a direct link to parents or teens.
- Co-sponsor three state-wide youth events annually.
- Develop a model for parent forums in Alabama communities.
- Ensure Campaign resource library has materials that address adolescent sexual behavior that will be useful to parent serving organizations.
- Establish a “train the trainer” program for the purpose of providing parents with skills to address sexual behavior among their adolescents.

PRIORITY: Support evidence-based approaches (also referred to as science-based approaches) to teen pregnancy prevention in Alabama school systems.

- Identify states with evidence-based programs in public school systems and develop model for replication in Alabama.
- Introduce work of Campaign to DOE and all Alabama school systems and identify supporters of evidence-based programs at both state and local levels.
- Plan a pilot program to be implemented in targeted school systems with high incidence of teen pregnancy and teen childbearing.
- Promote evidenced-based prevention programs to classroom educators in Alabama school systems.
- Develop and deliver workshop training on PSBAs.

PRIORITY: Promote positive youth development as a prevention model.

- Summarize what the child development approach is and how it prevents high risk behaviors and promotes positive behaviors related to teen pregnancy by April 2009.
- Develop a simple framework /model incorporating this approach into teen pregnancy prevention programs in Alabama.
- Identify 5-8 evidence-based youth-development programs that could most feasibly be adopted for use by local communities across Alabama; promote and provide access to them via the ACPTP website.
- Offer training on the implementation of those programs feasible in Alabama to churches and organizations across the state; train 30 church leaders on the programs in the next 2 years.

Alabama Campaign to Prevent Teen Pregnancy Strategic Planning Workshop Follow Up Goals

PRIORITY: Create high public awareness about issue of teen pregnancy and use premier website as primary means of communication.

- Identify eight major Alabama media outlets with combined coverage area of the entire state and establish relationship with reporters or on-air personalities at each outlet.
- Introduce work of Campaign to media outlets and provide media releases on timely issues at least quarterly.
- Utilize database as a tool for mass communication of teen pregnancy related material on a monthly basis.
- Design and launch content management web site by December 2008 and maintain site with updates at least monthly.
- Produce Alabama specific teen pregnancy prevention material in the form of billboards, PSAs, fact sheets, newsletters, etc at least quarterly and publish annual report beginning Oct 09.

PRIORITY: Engage policy makers who are informed, supportive, and active in teen pregnancy issues.

- Develop a relationship with one state legislator for the purpose of providing information relative to healthy youth issues for a legislative outcome.
- Participate in advocacy efforts during legislative session on issues that relate to adolescent health.
- Meet annually with Governor (or appointed staff person), State Health Officer, DHR Commissioner, State Superintendent of Education, Commissioner of Department of Children's Affairs, and Director of Children's Trust Fund to update on Alabama teen pregnancy prevention initiatives.
- Initiate contact with local policy-makers announcing all presentations or visits by Campaign staff to Alabama communities and send additional letter as a follow-up to the visit.

**Alabama Campaign to Prevent Teen Pregnancy
Selected Initiatives for DHR Review
October 8, 2008**

State Organization Leadership Academy Roundtable (SOLAR): The Alabama Campaign to Prevent Teen Pregnancy's Executive Director has been invited to participate fully as an unfunded partner in the State Organization Leadership Academy Roundtable (SOLAR) convened by the Centers for Disease Control and Advocates for Youth. SOLAR provides an opportunity for the leaders of state teen pregnancy prevention organizations to network with directors of other state organizations focusing on the complexities of teen pregnancy prevention. Nine states are funded members of SOLAR (SC, NC, PA, CO, MN, HI, OK, MA, Pacific NW area). Although the Alabama Campaign to Prevent Teen Pregnancy is not a funded organization, we benefit significantly from the knowledge and skill-building shared during these annual meetings and from the lessons learned by other state organizations.

Advocates for Youth Partnership: The Alabama Campaign to Prevent Teen Pregnancy has been invited to receive technical assistance from Advocates for Youth relative to helping the Campaign build its capacity to more effectively address teen pregnancy issues in the state. This support is being made possible by funding to Advocates for Youth from the Centers for Disease Control and Prevention (CDC) though no funding is coming directly to the Alabama Campaign. Specific technical assistance, training, and consultation needs will be determined in a meeting with Advocates for Youth in late October and the TA will be provided through September 30, 2009 or beyond if funding allows.

Teen Pregnancy Prevention Training: The Alabama Campaign has strengthened and enhanced its training and educational outreach opportunities to Alabama communities. In December 2008 we will host a distance-learning event in partnership with the Alabama Department of Public Health for the purpose of delivering training on best-practices in teen pregnancy prevention. This training opportunity will specifically focus on the definition and components of evidence-based prevention programs, a description and practical discussion of selected evidence-based, proven-effective programs, and a skill building session that will provide participants with a tool to evaluate current programs. This training opportunity has the potential to reach over 3,500 individuals representing a variety of fields – social workers, public health professionals, educators, program developers, and other youth serving individuals at the community level. In addition to this training event, the Campaign's annual teen pregnancy prevention conference will be presented on April 28, 2009, and will be hosted by Children's Hospital of Alabama. This will be the Campaign's sixth annual conference and the focus this year will be youth development as a pregnancy prevention strategy. Previous conferences have included presentations and workshops from nationally renowned professionals in the fields of adolescent health and youth development. This annual event has received high marks from participants.

State-Level Collaboration: In addition to a strong partnership with the Alabama Department of Human Resources, the Alabama Campaign to Prevent Teen Pregnancy works very deliberately and strategically with several other state and community organizations. Through collaboration with staff at the Alabama Department of Public Health the Campaign has co-sponsored a “Live Life” conference that focuses on a wide range of adolescent risk behaviors. The next conference, scheduled for early April 2009, will focus on mental health issues facing adolescents. Additionally, the Campaign has a strong relationship with staff at the Alabama Department of Education that provides an opportunity for the Campaign to ensure teen pregnancy issues are central to health teacher in-service training, youth summits, and other DOE sponsored events. As a partner with the Alabama Department of Children’s Affairs, the Campaign has attended several local Children’s Policy Council meetings and has provided data and statistics, as well as technical assistance, on the issue of teen pregnancy in the local community. The Campaign has also established a collaborative relationship with VOICES for Alabama’s Children, recently co-sponsoring VOICES and other state-wide youth serving organizations “Step Up for Kids Day” on the steps of Alabama’s capitol. This rally was designed to draw attention to the unique needs of Alabama’s children and youth – we anticipate this will become an annual event.